Person Specification
Leader for Teacher Development (ITT/ECT)

Essential Qualifications

- Qualified Teacher Status (QTS)
- Degree or equivalent qualification
- Evidence of continued professional development
- Willingness to undertake NPQLTD or equivalent leadership qualification

Desirable Qualifications

- NPQLTD

Essential Experience

- Minimum three years successful teaching experience following ECT induction
- Excellent classroom practice and positive pupil outcomes
- Experience mentoring ECTs
- Experience delivering professional development
- Experience coaching and mentoring colleagues
- Experience monitoring impact of CPD
- Experience working with external partners or training providers

Desirable Experience

- Experience in SEND/special school setting
- Experience of ITT programmes
- Leadership responsibility beyond the classroom

Professional Knowledge and Understanding

- Teachers' Standards
- Early Career Framework and statutory induction requirements
- ITT requirements and quality assurance
- Adult learning and coaching principles
- Evidence-informed teaching and professional development
- Safeguarding guidance
- SEND and adaptive teaching

Skills and Abilities

- Inspire and develop teachers
- Deliver effective professional learning
- Excellent coaching and mentoring skills

- Monitor and evaluate impact
- Strong organisation and project management
- Build productive relationships
- Excellent communication skills
- Model excellent classroom practice
- Balance teaching and leadership responsibilities
- Effective use of ICT

Personal Qualities

- Dynamic practitioner
- Commitment to high standards
- Collaborative approach
- Solution-focused mindset
- Resilience and adaptability
- Commitment to inclusion and equality
- Commitment to safeguarding
- Commitment to ongoing professional learning